



7550 Ogden Dale Road SE
Calgary Alberta
Canada T2C 4X9

www.cpr.ca

Letter of Understanding – Field Placement Coordinators

October 13, 2022

Delivered Via Email

Dave Fulton
General Chairman CTY West
101-10820 24 Street SE
Calgary, AB
T2Z 4C9

Wayne Apsey
General Chairman CTY East
23 Beckwith Street North, Suite 109
Smiths Falls, ON
K7A 2B2

Dear Sirs,

This Letter of Understanding is further to the parties' recent discussions regarding Field Placement Coordinators ("FPC"). On a without prejudice or precedent basis, the parties hereby agree to a one year trial of FPCs subject to the following terms and conditions. The parties further agree to meet 30 days following the implementation of this Letter of Understanding to review and address any items of concern.

The terms of employment of FPCs will be as follows:

- \$93,000 annual salary plus Short Term Incentive (prorated where applicable);
- A company issued phone (with data and long distance);
- A company issued computer that connects to CP's network;
- A company email account and access to NEXUS and CTC overview for the relevant territory;
- A Company vehicle to perform duties when required (or a rental vehicle or be paid mileage if personal vehicle is approved for use);
- FPCs will continue to accumulate seniority for the period they occupy the position of FPC.

The duties and responsibilities of an FPC will be as follows:

- Schedule new hire trainees;
- Mentor, evaluate progress, and perform check rides with trainees;
- Perform joint evaluations with managers on new hire trainees to confirm understanding and compliance;



- Provide pinpointed written feedback, both positive and constructive, on progress and competency levels;
- Perform trainee evaluations for rule compliance;
- Attend new hire orientations with local Union Representatives as outlined in article 24.16 (6) and participate in these presentations;
- Responsible for trainees at the FPC's home terminal and, when the number of trainees is small, for the trainees at an adjacent terminal within their region.
- FPC will perform the foregoing with respect to the number of new hires that they are able to handle whether it is at their Home Terminal or the adjacent terminal. Regardless of the number of new hires, an FPC should always be considered before management is used.

Note: The FPC will not be responsible to qualify Trainmen or RCLS Trainees.

This Letter of Understanding will expire after one (1) year; however, within that year this agreement may be cancelled upon sixty (60) days written notice by either party.

If the foregoing reflects our understanding, please indicate your concurrence in the space below.

Sincerely,

Myron Becker
Chief Labour Officer
Canadian Pacific

I concur:
Dave Fulton
General Chairman CTY West

I concur:
Wayne Apsey
General Chairman CTY East